

(Human Resource Information System)

1. Choose the correct answer : 1×6=6

(i) What is the primary purpose of a human resource information system ?

- (a) To automate payroll processes
- (b) To provide a centralized database for HR data
- (c) To facilitate employee communication
- (d) To support strategic decision making

(ii) Which of the following is a key consideration when determining HRIS needs ?

- (a) Employee demographics
- (b) Organisational culture
- (c) Business strategy
- (d) All of the above

(iii) Which HR function is most likely to be automated through an HRIS ?

- (a) Recruitment
- (b) Training and Development
- (c) Performance Management
- (d) Payroll processing

(iv) What is a critical success factor for HRIS implementation?

- (a) Technical expertise
- (b) Use Training and Support
- (c) Change management
- (d) All of the above

(v) Which of the following is a common barrier to HRIS acceptance?

- (a) Lack of technical expertise
- (b) Resistance to change
- (c) Insufficient training and support
- (d) All of the above

(vi) What is a potential benefit of implementing an HRIS?

- (a) Reduce HR Staff
- (b) Improved data accuracy
- (c) Enhanced employee experience
- (d) All of the above

2. Answer the following questions : **(any five)**
2×5=10

- (i) Define HRIS.
- (ii) State *four* factors influencing HRIS needs.

(iii) Write *any two* purposes of conducting an HRIS needs assessment.

- (iv) Name *two* HR functions that can be supported by an HRIS.
- (v) Give *two* common challenges faced during HRIS implementation.
- (vi) State *four* factors influencing HRIS acceptance.
- (vii) Mention *two* importances of providing training and support for HRIS users.

3. Answer the following questions : **(any six)**
5×6=30

- (i) What are the purposes of HRIS modules?
- (ii) Explain the different types of HRIS.
- (iii) Describe the role of HRIS in talent management.
- (iv) Discuss the different approaches to HRIS implementation.
- (v) Explain the importance of change management in HRIS implementation.
- (vi) Discuss the different methods for evaluating HRIS effectiveness.
- (vii) Explain the importance of continuous HRIS evaluation and improvement.

(viii) Discuss the future direction of HRIS.

(ix) Discuss the use of HRIS in workforce planning and analytics.

4. Answer the following questions : **(any two)**
12×2=24

(i) Describe the various components and benefits of HRIS. 2+5+5=12

(ii) Explain the key roles of Information Technology in HRIS.

(iii) State the database concept of HRIS. Also explain the HRIS database applications. 6+6=12

(iv) Describe different types of data that can be used to inform HR decisions along with examples.